



Republic of the Philippines  
**Bangsamoro Autonomous Region in Muslim Mindanao**  
**OFFICE OF THE CHIEF MINISTER**

Bangsamoro Government Center, Governor Gutierrez Avenue, Rosary Heights VII, Cotabato City 9600

**MEMORANDUM**

Order No.: 289  
Series of 2024

**TO :** GENDER AND DEVELOPMENT FOCAL POINT SYSTEM -  
TECHNICAL WORKING GROUP (GFPS - TWG) AND  
SECRETARIAT  
Office of the Chief Minister  
Bangsamoro Autonomous Region in Muslim Mindanao

**SUBJECT :** GAD AGENDA FORMULATION AND GENDER ANALYSIS  
TRAINING - WORKSHOP

**DATE :** 23 SAFAR 1446 AH | 27 AUGUST 2024

The Magna Carta of Women, or R.A. No. 9710, is the foundational legal mandate requiring the integration of gender perspectives across all government agencies and institutions. To comply with this law, organizations are required to develop a Gender and Development (GAD) agenda within their office settings. This agenda ensures that every policy, program, and activity aligns with the principles of gender equality and is incorporated into the GAD Plans and Budgets (GPBs) of various agencies.

Included in the Office of the Chief Minister (OCM)'s Annual GAD Plan and Budget FY 2024 is the capacity building for its GAD Focal Point System (GFPS). To evaluate the level of gender mainstreaming in the organization, and to capacitate the GFPS in the formulation of programs, activities, and projects, the OCM will be conducting the **GAD Agenda Formulation and Gender Analysis Training - Workshop on September 9-13, 2024** (including travel time), at the **Acacia Hotel, Davao City**.

In view thereof, all GFPS - TWG members or their alternate, and Secretariat are hereby directed to attend and participate in the said activity. Attached is the list of participants and indicative program of the activity. Kindly confirm your attendance through the QR code below **on or before September 02, 2024**. To efficiently utilize the GAD budget, **failure to confirm participation will result in the forfeiture of slot for the activity**.



Furthermore, participants are required to bring the following documents from their respective office, service, division, or program, to wit:

1. Sex, Age, and Disability Disaggregated Data; and
2. Annual reports (2022 and 2023).

Participants are also required to submit their accomplished Training Needs Assessment (TNA) form **on or before 4 September 2024** to [cos@bangsamoro.gov.ph](mailto:cos@bangsamoro.gov.ph), with the filename TNA (Your Name). A copy of the form is also attached herein.

For questions and/or clarifications, please contact the Office of the Chief of Staff at **(064) 552-2939** or email at [cos@bangsamoro.gov.ph](mailto:cos@bangsamoro.gov.ph).

For compliance.

**By Authority of the Chief Minister**  
**AHOD B. EBRAHIM**

  
**ABUNAWAS L. MASLAMAMA**  
Senior Minister

OCM-BARMM AMS-RD  
AAA166630



Bangsamoro Autonomous Region in Muslim Mindanao  
Office of the Chief Minister  
**OFFICE OF THE SENIOR MINISTER**  
**RELEASED**  
Name: ABDUL AZIS LU ALI  
Date: 30 AUG 2024 Time: 4:15 PM

Bangsamoro Autonomous Region in Muslim Mindanao  
OFFICE OF THE CHIEF MINISTER  
Records Division - AMS  
**RELEASED**  
BY: Hanan EG  
DATE: 30 AUG 2024  
TIME: 4:26 PM

**RECEIVED FOR ROUTING**  
By: Masoch K. Midtimbang  
Date: 30 AUG 2024  
Time: 4:23 PM

**GAD Agenda Formulation and Gender Analysis Training - Workshop**  
 September 9-13, 2024  
 Acacia Hotel, Davao City

**P A R T I C I P A N T S**

<b>NO.</b>	<b>NAME</b>	<b>POSITION</b>	<b>OFFICE</b>	<b>ROLES DURING THE ACTIVITY</b>
1	<b>ALVIN-YASHER K. ABDULGAFAR</b>	Chief of Staff	OCOS	Participant
2	<b>ATTY. MACACUNA B. MACADATO</b>	Attorney V	LLLO	Participant
3	<b>ALBASHIR A. SAIDIN</b>	Chief Administrative Officer	OCOS-SAD	Participant
4	<b>LO IVAN R. CASTILLON</b>	Chief Administrative Officer	TMS-PMD	Participant
5	<b>MOHAMAD MURAD U. PASIGAN</b>	Chief Administrative Officer	AMS-GSD	Participant
6	<b>RICHARD P. SANLOCAN</b>	Chief Administrative Officer	TMS-PSD	Participant
7	<b>YUSOPH A. ABDULLAH</b>	Officer-in-Charge	ICO	Participant
8	<b>YASSER ALI F. UNTONG</b>	Administrative Officer IV	OSM	Participant
9	<b>HAZRATH K. IBRAHIM</b>	Administrative Aide IV	ISS	Participant
10	<b>ESNAIN C. MAPAIT</b>	Community Development Officer I	OOBC	Participant
11	<b>SAHARAN JURJANI J. SILONGAN</b>	Project Development Officer V	AMBaG	Participant
12	<b>ABOBAKER I. EDRIS</b>	Project Development Officer V	TABANG	Participant
13	<b>MOHAMMAD K. ABDULLAH</b>	Project Development Officer V	KAPYANAN	Participant
14	<b>AMIRIL R. ENOK</b>	Project Development Officer V	SLMG	Participant
15	<b>EMRAN MOHAMMAD</b>	Executive Director	BDI	Participant
16	<b>ARNOLD S. CARARAG</b>	Information Technology Officer I	BICTO	Participant

17	<b>MARK ANTHONY M. DOMINGO</b>	Executive Assistant II	OCOS	-
18	<b>JAY-AR S. KATUG</b>	Administrative Aide VI	OCOS	-
19	<b>ABDUL L. SATAR</b>	Administrative Aide IV	OCOS	-
20	<b>JAVIER S. KATUG</b>	Administrative Aide V	OCOS	-
21	<b>POLICE/SECURITY OFFICER</b>	-	OCOS	-
22	<b>LYNDON S. ENRIQUEZ</b>	GAD Specialist III	BWC - BARM	Resource person
<b>TOTAL MALE:</b>				<b>22</b>
1	<b>RAIZA A. ABAS</b>	Chief Administrative Officer	OCOS-PD	Participant
2	<b>ASNAIFA B. BALINDONG-POLAO</b>	Chief Administrative Officer	PS	Participant
3	<b>KAMILAH S. UNDA</b>	Chief Administrative Officer	BLA	Participant
4	<b>ANALEE C. BIRUAR</b>	Chief Administrative Officer	FMS-AD	Participant
5	<b>SIETTIE AMINA M. ABDULAZIS</b>	Chief Administrative Officer	FMS-BD	Participant
6	<b>INDIRA I. SINSUAT</b>	Chief Administrative Officer	FMS-CD	Participant
7	<b>HASMIENE D. IBRAHIM</b>	Chief Administrative Officer	IAO	Participant
8	<b>ANABELLE V. ESMAEL-ZAILON</b>	Chief Administrative Officer	TMS-RDD	Participant
9	<b>RAYHANA M. MOKAMAD</b>	Chief Administrative Officer	AMS-RD	Participant
10	<b>NUR AISHA C. PACASEM</b>	Supervising Administrative Officer	AMS-HRMD	Participant
11	<b>SAUDAH U. TAHIR</b>	Nurse III	The Clinic	Participant
12	<b>SALEMA A. MANALAO-SALAKUB</b>	Administrative Officer V	IGRSO	Participant
13	<b>CORAZON C. BORROMELO</b>	Administrative Officer V	OCS	Participant
14	<b>IBTEHAJZ C. LIZARDO</b>	Administrative Officer V	BLOMM	Participant

15	<b>BAI SITTE MUHAYMINA E. MAADIL</b>	-	SALAM	Participant
16	<b>SITTE FAIZAH M. PANGCOGA</b>	Project Development Officer II, MRP	MRP	Participant
17	<b>MARIFA AINY M. AMPATUAN</b>	Board Secretary III	BBOI	Participant
18	<b>AISAH S. ABAS</b>	Information Officer III	BIO	Participant
19	<b>ERIKA Y. ALIM</b>	Administrative Officer V	OSC	Participant
20	<b>MARIA NILDA M. GUIALEL</b>	Administrative Officer III	AMS-RD	Secretariat
21	<b>ASNAIRA B. ATING</b>	Administrative Officer III	OCOS	Secretariat
22	<b>MERIAM K. BOLOTAOLO</b>	Administrative Officer III	OCOS	Secretariat
23	<b>ROHANIYA MOHAMMAD</b>	GAD Specialist III	BWC - BARM	Resource person
			<b>TOTAL FEMALE:</b>	<b>23</b>
			<b>OVER ALL TOTAL:</b>	<b>45</b>

## GAD Agenda Formulation and Gender Analysis Training - Workshop

September 9-13, 2024

Acacia Hotel, Davao City

### INDICATIVE PROGRAMME

DATE/TIME	ACTIVITY	PERSON-IN-CHARGE
<b>DAY 1 (September 9, 2024)</b>		
7:00 - 8:00 am	Assembly Time	All participants
8:01 - 12:00 nn	Cotabato City to Acacia Hotel	All participants
12:01 - 1:00 pm	Lunch	All participants
1:01 - 2:00 pm	Check-in time	All participants
2:01 - 5:00 pm	<b>Lakbay Aral:</b> Visitation to LGU Davao's Integrated Gender and Development Division, and City's GAD Local Learning Hubs	All participants
7:00 pm onwards	Dinner	All participants
<b>DAY 2 (September 10, 2024)</b>		
8:00 - 8:30 am	Registration and Settling-in	Secretariat
8:31 - 8:35 am	Preliminaries	AVP
8:36 - 8:40 am	Invocation	Representative from the participants
8:41 - 8:45 am	Opening Remarks	<b>ALVIN-YASHER K. ABDULGAFAR</b> <i>Chief of Staff</i> <i>Head, OCM GFPS-TWG</i>
8:46 - 8:50 am	Overview of the Activity	<b>RAIZA A. ABAS</b> <i>CAO, OCOS-PD</i> <i>Member, OCM GFPS-TWG</i>
8:51 - 9:00 am	Pre-test	Secretariat
9:01 - 9:10 am	<ul style="list-style-type: none"> <li>• House Rules</li> <li>• Introduction of Resource Persons</li> <li>• Expectation setting</li> </ul>	MC
9:11 - 10:10 am	<b>Session 1: Gender Analysis in Development</b>	<b>ROHANIYA A. MOHAMMAD</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
10:11 - 10:30 am	Break	
10:31 - 12:00 nn	<b>Workshop 1: Identifying Practical and/or Strategic Gender Needs Per Category</b> <ul style="list-style-type: none"> <li>• Gender Governance &amp; Administrative</li> <li>• Gender Social Health and Economics</li> <li>• Gender, Culture and Religion</li> <li>• Gender, Peace and Security</li> </ul>	<b>ROHANIYA A. MOHAMMAD</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM

	<ul style="list-style-type: none"> <li>Gender Infrastructure and Environment</li> </ul>	
	Presentation of outputs	
12:01 – 1:00 pm	Lunch and prayer break	
1:01 – 2:30 pm	<b>Session 2:</b> Use of Gender Fair Language in Policy  Possible activities: Review and rewrite exercise	<b>ROHANIYA A. MOHAMMAD</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
2:30 - 3:00 pm	Break	
3:01 - 5:00 pm	<b>Session 3:</b> Communication and Advocacy for Gender Responsive Policies  <b>Workshop 2:</b> Developing a communication and advocacy for the identified gender issues per category	<b>ROHANIYA A. MOHAMMAD</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
<b>Day 3 (September 11, 2024)</b>		
8:30 - 9:00 am	Registration and Settling-in	Secretariat
9:01 – 9:05 am	Invocation	Representative from the participants
9:06 - 9:30 am	Recapitulation of Day 2	MC
9:31 - 10:00 am	<b>Session 4:</b> Contextualization of the Workshop	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
10:01 - 10:30 am	Break	
10:31 - 12:00 nn	<b>Session 5:</b> Quick overview of the GAD agenda	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
12:01 – 1:00 pm	Lunch and prayer break	
1:01 – 2:00 pm	<b>Session 6:</b> Presentation of the initial GADSF	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
2:01 - 3:00 pm	<b>Workshop 3.</b> Revisiting the GAD Vision and Mission  Presentation of Workshop 1 outputs	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
3:01 - 3:30 pm	Break	
3:31 - 5:00 pm	Reviewing and rewriting the GAD Goals  <b>Workshop 4:</b> Environmental Scanning - Identifying gender issues  Presentation of Workshop 2 outputs	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
<b>DAY 4 (September 12, 2024)</b>		

8:30 - 9:00 am	Registration and Settling-in	Secretariat
9:01 - 9:05 am	Invocation	Representative from the participants
9:06 - 9:30 am	Recapitulation of Day 3	MC
9:30 - 11:30 am	<b>Workshop 5:</b> Rewriting the GAD Goals  Pause for a 30 Minute Break  Presentation of Workshop 3 outputs	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
11:31 - 1:00 pm	Lunch and prayer break	
1:00 - 2:00 pm	<b>Workshop 6:</b> Prioritizing Gender Issues  Sharing of outputs	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
2:00 - 3:00 pm	<b>Workshop 7:</b> Formulating/Reformulating GAD outcomes, indicators, and baseline  Sharing of outputs	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
3:00 - 3:15 pm	Break	
3:15- 4:00 pm	<b>Workshop 8:</b> Identifying PPAs/PAPs and target per year	<b>LYNDON S. ENRIQUEZ</b> <i>GAD Specialist III</i> Bangsamoro Women Commission - BARMM
4:00 - 4:30 pm	Presentation of the Revised GAD Agenda	Participants
4:31 - 4:50 pm	<b>Ways forward</b>  <ul style="list-style-type: none"> <li>• Post-Test</li> <li>• Evaluation</li> <li>• Awarding of Certificates and Tokens</li> </ul>	MC Secretariat
4:51 - 5:00 pm	Closing program  <ul style="list-style-type: none"> <li>• Closing remarks</li> <li>• Photo Ops</li> </ul>	MC/Secretariat  <b>ALVIN-YASHER K. ABDULGAFAR</b> <i>Chief of Staff</i> <i>Head, OCM GFPS-TWG</i>
<b>DAY 5 (September 13, 2024)</b>		
8:00 - 9:00 am	Breakfast	All participants
9:01 am onwards	Departure from venue	





Dear Participant,

PCW would like to assess the level of knowledge, skills, awareness, and attitudes of its participants on Gender and Development (GAD) issues and determine the most suited design and methodology of the training program. Please accomplish this GAD Capacity Development TNA Form and submit to the Training Secretariat thereafter. Rest assured that your responses would be treated with utmost confidentiality.

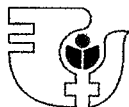
**I. Personal Information**

<b>Name</b>			
<b>Sex</b>	<input type="checkbox"/> Female	<input type="checkbox"/> Male	<b>Age</b>
<b>Agency/Office/ Division</b>			
<b>Designation/Position</b>		<b>Length of Service</b>	

**II. Familiarity with GAD Concepts, Policies, and Tools**

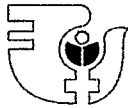
How well do you know the GAD concepts, policies, and tools listed below? Please encircle the number that corresponds to your answer.

<b>A. GAD CONCEPTS</b>				
	1	2	3	4
1. Sex and Gender	No idea	Know little about it	Familiar with it	Confident to talk about it
2. Gender Issue	No idea	Know little about it	Familiar with it	Confident to talk about it
3. Gender Discrimination	No idea	Know little about it	Familiar with it	Confident to talk about it
4. Gender Division of Labor	No idea	Know little about it	Familiar with it	Confident to talk about it
5. Gender Stereotypes	No idea	Know little about it	Familiar with it	Confident to talk about it
6. Gender Perspective	No idea	Know little about it	Familiar with it	Confident to talk about it
7. Gender Analysis	No idea	Know little about it	Familiar with it	Confident to talk about it
8. Gender and Development (GAD)	No idea	Know little about it	Familiar with it	Confident to talk about it
9. GAD Planning and Budgeting	No idea	Know little about it	Familiar with it	Confident to talk about it
10. Gender Mainstreaming	No idea	Know little about it	Familiar with it	Confident to talk about it
11. Gender Equity	No idea	Know little about it	Familiar with it	Confident to talk about it
12. Gender Equality	No idea	Know little about it	Familiar with it	Confident to talk about it
13. GAD Funds Audit	No idea	Know little about it	Familiar with it	Confident to talk about it
<b>B. GAD POLICIES AND MANDATES</b>				
<b>International Mandates</b>				
1. Convention on the Elimination of All Forms of Discrimination Against Women (UN CEDAW)	No idea	Know little about it	Familiar with it	Confident to talk about it



## GAD TRAINING NEEDS ASSESSMENT (TNA) FORM

2. Beijing Platform for Action (BPfA)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Sustainable Development Goals (SDGs)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>National Plans</b>				
1. Philippine Plan for Gender-Responsive Development (PPGD): 1995-2025	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. The Philippine Development Plan (PDP) 2017-2022	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Gender Equality and Women's Empowerment (GEWE) Plan 2019-2025	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>National Laws ***</b>				
1. Republic Act 7192: The Women in Development and Nation Building Act	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. General Appropriations Act (GAA) on Programs and Projects Related to Gender and Development (from 1995 to latest GAA)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Republic Act 9710: The Magna Carta of Women	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
<b>GAD Memorandum Circulars ***</b>				
1. PCW Memorandum Circular 2009-01: Guidelines on the Formulation, Implementation, Monitoring, and Evaluation of a Gender and Development (GAD Code (for LGUs only)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. PCW Memorandum Circular 2011-01: Guidelines for the Creation, Strengthening and Institutionalization of the Gender and Development (GAD) Focal Point System	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. PCW Memorandum Circular 2014-05: Adoption and Generation of Data Support to the Magna Carta of Women Indicators	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
4. PCW Memorandum Circular 2016-03: Use of the Enhanced Gender Mainstreaming Evaluation Framework (GMEF)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
5. PCW Memorandum Circular 2018-04: Revised Guidelines for the Preparation of the GAD Agenda	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
6. PCW-NEDA-DBM Joint Memorandum Circular 2012-01: Guidelines for the Preparation of the GAD Plans and Budgets and Accomplishment Reports to Implement the MCW	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
7. PCW-OPAPP Joint Memorandum Circular 2014-01: Integration of Women, Peace, and Security Projects, Activities, in Annual GAD Plans and Budget and GAD Accomplishment Reports	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it



## GAD TRAINING NEEDS ASSESSMENT (TNA) FORM

8. PCW- NEDA Joint Memorandum Circular 2013-01: Guidelines on the Localization of the Magna Carta of Women (for LGUs only)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
9. PCW- NEDA Joint Memorandum Circular 2016-01: Amendments to JMC NO. 2013-01: Guidelines on the Localization of the Magna Carta of Women (for LGUs only)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
10. COA Circular 2014-001: Revised Guidelines in the Audit of Gender and Development (GAD) Funds and Activities in Government Agencies	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
11. COA Memorandum 2018-009: Checklist of Common Audit Observations in the Audit of Gender and Development (GAD) Funds; and Determination of Gender Issues and Mandates of all Government Agencies	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
12. CSC Memorandum Circular No. 12 S, 2015 on the Use of Non-Sexist Language in all Official Documents, Communications, and Issuances	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
13. CSC Resolution No 01-0940 Administrative Disciplinary Rules on Sexual Harassment Cases	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

### C. GAD TOOLS

1. Typical Day Activity Schedule or 24-Hour Activity Profile	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
2. Gender Gap Matrix	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
3. Women Empowerment and Gender Equality Framework	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
4. Harmonized Gender and Development (GAD) Guidelines	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
5. Enhanced Gender Mainstreaming Evaluation Framework (GMEF)	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it
6. Gender-Responsive LGU (GeRL) Assessment Tool	1 No idea	2 Know little about it	3 Familiar with it	4 Confident to talk about it

\*\*\*Note: The Resource Person may add other GAD laws and circulars relevant to the nature and sector of the participant's institutions.

### III. GAD-related trainings. Please list down all GAD-related trainings attended in the last three (3) years (use additional sheets if necessary).

Title of the Training	Inclusive Date/s	Trainer/Training Institution



## GAD TRAINING NEEDS ASSESSMENT (TNA) FORM

IV. Please indicate whether you agree, disagree or neither agree nor disagree with the following statements. Write (A)- AGREE; (D) DISAGREE; (NS) NOT SURE in the box:

STATEMENTS	A	D	NS
1. Gender refers only to women.			
2. Poverty has the same effect on women and men.			
3. The man has the right to make all major decisions for the family, where he is also the breadwinner, and the women take care of the household.			
4. The GAD Budget is computed as a separate fund before a GAD Plan is prepared.			
5. Family planning is a sole responsibility of the women because they are the ones who get pregnant.			
6. If a family cannot support the education of all children, it is right to prioritize the education of the sons since daughters will be married off to other men.			
7. The Government should formulate separate programs for women and men because of their different needs.			
8. GAD Planning and Budgeting is an examination of the agency's level of Gender Mainstreaming (GM) or extent of the gender responsiveness of agency's PAPs.			
9. Housework does not contribute to family welfare because it is unpaid.			
10. Agency/LGU with unendorsed GPB can still implement their GAD PAPs.			
11. Men are better decision makers than women are.			
12. A husband has the right to demand sex from his wife anytime he likes.			
13. All laws are generally fair to both women and men.			
14. Educating women makes them better mothers and wives.			
15. PAPs that are not in the agency's endorsed GAD Plan can be charged to GAD budget.			

**Other Concerns:**

1. What are the gender concepts, concerns and issues you have heard about that need clarification or you have questions about?

2. What do you think are the factors that can facilitate learning in a training?

3. What methodologies will be most helpful to you as a training participant?

***Thank you for your cooperation!***